



TAX ADMINISTRATOR I, EDD

DEPARTMENTAL PROMOTIONAL EXAMINATION

STATEWIDE

(For EDD Employees Only)

Testing Department(s): Employment Development Department

Bulletin Release Date: February 24, 2014

FINAL FILING DATE: **MARCH 10, 2014**

Salary: \$5,079 - \$6,434 per month

POSITION DESCRIPTION

A Tax Administrator I, EDD, performs in the following capacities:

- Supervises a group of staff in a field office or central office environment and collaborates with the management team in the operation of a major program.
- Supervises a group of staff and/or participates on special projects or assignments that may have programmatic or department-wide impact.
- Functions as a non-supervisory staff specialist performing complex and/or sensitive program development, policy or coordination.
- Functions as an assistant to higher level management.

Positions exist Statewide.

WHO SHOULD APPLY

Applicants who meet the minimum qualifications as stated on this bulletin may apply for this exam.

This is a departmental promotional exam for the **Employment Development Department (EDD)**. Competition is limited to:

1. Employees who have a permanent civil service appointment with the EDD by final filing date; or
2. Current or former employees of the Legislature with two or more years as defined in the Government Code 18990; or
3. Current or former non-elected exempt employees of the Executive Branch with two or more consecutive years as defined by Government code 18992; or
4. Persons retired from the United States military, honorably discharged from active military duty with a service-connected disability, or honorably discharged from active duty as defined in Government Code 18991. Applicants under item 4 must submit form DD214 along with their standard state application (STD. 678) for entrance requirements. Please mail in your DD214 separately (make sure to identify which exam you are applying for) or you can scan the DD214 and upload the scanned document in the area where you would upload your resume in your profile. Veterans' preference points will not be granted in promotional examinations.

For applicants under items 2, 3, or 4, if promotional examinations are given by more than one department for the same classification, the applicant must select one department in which to compete. Refer to the General Information, Promotional Examinations Only section of this bulletin for other eligibility requirements. Under certain circumstances, former EDD employees may be allowed to compete under the provision of Rule 235.

MINIMUM QUALIFICATIONS

All applicants must meet the education and/or experience requirements for this examination **by the final filing date**.

Qualifying experience may be combined on a proportionate basis if the requirements stated below include more than one pattern and are distinguished as “Either” I “or” II. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirements.

EITHER I

Experience: One year of experience in the California state service performing professional tax or benefit accounting, tax auditing, tax compliance or tax-related customer service duties of a class with a level of responsibility equivalent to that of Tax Auditor III, Employment Development Department; Senior Tax Compliance Representative (Specialist); Senior Tax Compliance Representative (Supervisor); Senior Accounting Officer (Supervisor); or Senior Accounting Officer (Specialist).

*OR II

Experience: Four years of increasingly responsible professional tax or benefit accounting, tax auditing, or field experience in tax law compliance or tax-related customer service functions including at least one year supervising a variety of complex audits, financial examinations, tax-related customer service functions or tax compliance work. [Experience in California state service applied toward this requirement must include at least one year performing the duties of a class with a level of responsibility equivalent to that of Tax Auditor III, Employment Development Department; Senior Tax Compliance Representative (Specialist); Senior Tax Compliance Representative (Supervisor); Senior Accounting Officer (Supervisor); or Senior Accounting Officer (Specialist).]

AND

Education: Equivalent to graduation from college, with a specialization in **accounting, business administration, public administration or economics**.

***NOTE:** Applicants who meet the experience requirement for Pattern II (“equivalent to graduation from college with a specialization in **accounting, business administration, public administration or economics**”) must submit proof at the time of filing with the Examination Application (STD 678) (see filing instructions section listed below). The proof provided must be transcripts or a diploma from an accredited institution.

Educational proof must be in English or an official English translation (i.e., an accredited college, university, or private institution that translates the degree/transcripts verbatim and explains what the degree/course is equivalent to in the United States). All evidence/proof will become the property of EDD.

SPECIAL REQUIREMENTS

All employees must be willing to travel and work away from the office.

FILING INSTRUCTIONS

Examination Applications (STD. 678) are available at the California Department of Human Resources Careers page at <http://jobs.ca.gov/pdf/std678.pdf>.

All Examination Applications must be **POSTMARKED** no later than the final filing date in order to be considered for the examination. Applications not sent through the U.S. Postal Service (i.e., hand carried to the Human Resource Services Division) must be **RECEIVED BY 5:00 P.M. ON THE FINAL FILING DATE**. Use of EDD metered mail, interoffice mail (e.g., red or gold bag), and faxed applications are prohibited. Submit applications directly to:

MAILING ADDRESS:

Employment Development Department
Human Resource Services Division, MIC 54
Attention: **TA I**
P.O. Box 826880
Sacramento, CA 94280-0001

FILE IN-PERSON ADDRESS:

Employment Development Department
Human Resource Services Division, MIC 54
Attention: **TA I**
751 N Street, 6th Floor Solar Building
Sacramento, CA 95814

NOTE: All Applications **MUST** include a current, valid email address as examination material may be sent via e-mail, e.g., examination notices, access to examination material, etc. It is the candidate's responsibility to ensure the email address listed on their application is current and valid. Failure to provide a current and valid email address may result in non-receipt of exam information in a timely manner which could result in disqualification from the examination.

Applications must also contain the following information: "to" and "from" dates (month/day/year) of employment, time base, civil service class title(s), and range, if applicable. In addition, college course information **MUST** include: title, semester or quarter credits, name of institution, completion dates, and degree (if applicable). Applications received without this information may be rejected.

SPECIAL TESTING ARRANGEMENTS

If you need an accessible test location, an interpreter, or other special testing arrangements because of a disabling condition or your religious beliefs, please complete question 2 and/or 3 on page 1 of the Examination Application (STD 678). You will be contacted and necessary arrangements will be made.

EXAMINATION INFORMATION

This examination will consist of a **Qualifications Assessment** weighted 100%. In order to obtain a position on the eligible list, a minimum rating of 70% must be attained.

QUALIFICATIONS ASSESSMENT – WEIGHTED 100%

It is anticipated that candidates who meet the minimum qualifications for this exam will be sent an email the week of **April 1, 2014** to the e-mail address provided on their application, which will contain a link to access the Qualifications Assessment to complete.

It is the candidate's responsibility to contact the Human Resource Services Division at EDDExaminations@edd.ca.gov if they have not received an email by **Thursday, April 3, 2013**. Please monitor your e-mail account's SPAM, Junk, Bulk, etc. folder(s) as the examination e-mail may be filtered depending on their specific account settings.

COMPETITORS WHO DO NOT COMPLETE THE QUALIFICATIONS ASSESSMENT OR DO NOT SUBMIT IT BY THE DUE DATE WILL BE DISQUALIFIED FROM THE EXAMINATION PROCESS.

SCOPE OF THE EXAMINATION

KNOWLEDGE OF:

1. Current leadership principles, practices and skills.
2. The Department's Equal Employment Opportunity (EEO) program objectives, a leader's role in the EEO program, and the processes available to meet the EEO objectives.
3. The Government Code, principles and practices of personnel management, employer/employee relations under the provisions of the Ralph C. Dills Act, and negotiated collective bargaining unit agreements.

ABILITY TO:

1. Effectively represent the Department on multi-organizational teams as leader, member, and/or facilitator.
2. Create a work environment that stimulates learning, encourages growth and feedback, addresses inadequate performance, and recognizes staff's contributions, accomplishments, and individual achievements to ensure peak performance.
3. Develop and implement strategic, tactical, and operational plans and lead the organization (e.g. unit, office or section) in achieving its goals.
4. Manage multiple projects and priorities and make data-based decisions.
5. Ensure that quality management and continuous process improvement are practiced in the organization, with an emphasis on customer service/satisfaction and accountability.
6. Communicate effectively to a variety of internal and external audiences.
7. Foster collaborative partnerships within and across organizations.
8. Effectively contribute to the Department's Equal Employment Opportunity objectives.
9. Understand and fulfill management responsibilities under the Ralph C. Dills Act (State Employer/Employee Relations) and negotiate collective bargaining unit agreements.

ELIGIBLE LIST INFORMATION

A departmental promotional eligible list will be established for use by the Employment Development Department. Eligibility expires 12 months after it is established unless the needs of the services and conditions of list warrant a change in this period.

COMPETITORS MAY COMPETE ONLY ONCE IN ANY CONSECUTIVE 12-MONTH PERIOD.

CAREER CREDITS

Career Credits will not be added to the final score of this examination.

CONTACT INFORMATION

The EDD encourages all potential applicants to read this entire bulletin. All inquiries about this examination should be directed to EDDExaminations@edd.ca.gov. Please include the examination title, **Tax Administrator I, EDD** in the subject line. Also, you may contact the Exam Hotline at (916) 654-6869.

VETERANS' PREFERENCE

Will be awarded pursuant to Government Code Section 18973.1, effective January 1, 2014, as follows:

1. Any veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference.
2. An entrance examination is defined, under the law, as any open competitive examination.
3. Veterans Preference is not granted once a person achieves permanent civil service status.

Veterans' Preference credits **will not** be granted in this examination as it does not meet the requirements to qualify for Veterans' Preference credit.

HOW TO APPLY FOR VETERANS PREFERENCE

The California Department of Human Resources (CalHR) has information on how to apply for Veterans Preference on their website at www.jobs.ca.gov and on the Application for Veterans Preference form ([CalHR 1093](#)). Additional information is also available at the Department of Veterans Affairs website at www.cdva.ca.gov.

EQUAL EMPLOYMENT OPPORTUNITY

California State Government – An Equal Opportunity Employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

DRUG FREE STATEMENT

It is an objective of the State of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service and the special trust placed in public servants.

GENERAL INFORMATION

THE EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD) reserves the right to revise the examination plan to better meet the needs of the service if the circumstances change under which this examination was planned. Such revision will be in accordance with civil service laws and rules and all candidates will be notified.

IT IS THE CANDIDATE'S RESPONSIBILITY to contact the Employment Development Department, Human Resource Services Division at (916) 654-6869, three weeks after the FINAL FILING DATE if he/she has not received a notice via email or U.S. mail.

If you meet the requirements stated on this bulletin you may take this examination, which is competitive. Possession of the entrance requirement(s) does not ensure a place on the eligible list. Your performance in the examination described on this bulletin will be compared with the performance of the other candidates who take this examination, and all candidates who pass will be ranked according to their scores.

EXAM APPLICATIONS (STD 678) are available on the Internet at <http://jobs.ca.gov/pdf/std678.pdf>

GENERAL QUALIFICATIONS: Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, an ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class.

ELIGIBLE LISTS: Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open eligible list. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on this bulletin. In the case of continuous testing examinations, names are merged into the appropriate eligible lists in order of final examination scores regardless of the date of the examination and the resulting eligible lists will be used only to fill vacancies in the area shown on the bulletin.

PROMOTIONAL EXAMINATIONS ONLY: Veterans' Preference Points are not granted in promotional examinations. Competition is limited to those applicants who meet one of the criteria listed on page 1 of this bulletin. Under certain circumstances other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at the EDD's Human Resource Services Division, at the State Personnel Board, and on the Internet at www.jobs.ca.gov.

EMPLOYMENT DEVELOPMENT DEPARTMENT
Human Resource Services Division, MIC 54
P.O. Box 826880
Sacramento, CA 94280-0001
Telephone/Exam Hotline: (916) 654-6869
Website: www.edd.ca.gov

California Relay Service for Hearing Impaired:
From TDD Phone: (800) 735-2929
From Voice Phone: (800) 735-2922

TDD is a Telecommunications Device for the Deaf and is reachable only from telephones equipped with a TDD device.